**Subject: HR In Public Sector**

 **Final Assignment**

**Instructor: Sir Wajahat Ali**

**Submitted by: Zara Anwar**

**Registration ID: 15553**

**Degree: MBA (1.5)**

**Semester: 3rd**

**Date: 20th June- 2020**

 **Department Of Management Sciences**

 **Iqra National University, Peshawar**

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# Government to reform decades old Civil Service structure

ISLAMABAD: The government has covered another milestone by reforming the decades-old Civil Service structure with the objective to transform it into a merit-based, depoliticized cadre of professionals.

The Civil Service (Retirement from Service) Rules, 2020, to review the performance of civil servants had also been finalized which entailed mandatory performance review of all civil servants after twenty years of service. In addition, regular reviews will be done even after 20 years of service. The government will have the option to retire civil servants after 20-year service after following the prescribed procedure. In the retirement rules, it said Section 13 of the Civil Servants Act envisages that civil servants shall retire after twenty years of service, as may be directed by the competent authority and where no such direction is given, on reaching sixty years of service.

The option of retirement after 20 years of service had never been exercised by the government, resulting in an assured career path to 60 years, discouraging initiative and competition. Moreover, there was a tendency of PAS/PSP officers to stick to one province for years at length, virtually becoming provincial service which resulted in a lack of variety of experience and loss of impartiality and neutrality. This concept of All Pakistan Services has been seriously compromised and to overcome this issue, a new rotation policy was being introduced.

Under these reforms, the first allocation of all officers would be made outside the province of domicile and there would be no transfer from the province of the first allocation on any ground. It was made mandatory to stay outside the home province in BS 17 & 18 (males 5 years, females 3 years). For the promotion to BS 19, the conditions are two years’ service in hard areas essential for promotion to BS 20 which would not be applicable to female officers and these hard areas would be notified by the Establishment Division. Presently, Balochistan and Gilgit-Baltistan have been notified as the hard areas. Under these reforms, no PAS/PSP officer would be allowed to serve for more than ten years continuously in a province/Islamabad, while transfers to other provinces or Islamabad would be made on completion of ten years.

**Questions:**

**Question no. 1**

**How much of a difference will it actually make in the performance of Civil servants after implementation of these reforms, if any?**

**Answer:**

Civil services reforms were long due, better late than never.

There will be a marked improvement of performance after these reforms because the old setup discourages initiatives and merit by promoting it to BS 20 who didn’t up any due efforts, but in this reform it’s a composition of different criteria including hard areas and reports.

This will increase the spirit of motivated and hard-working officers while at the same time would push those by naming and shaming them.

There may be some other good aspects of it as well that can come as the system matures after these reforms. The difference in performance of civil servants would be that they will work in new workforce decent variety which will improve their capabilities.

These new change will get huge changes in the execution of government workers, after this change common laborer will be surrendered following 20 years of their administration and with complete review of their exhibition. This change is basically to introduce a basic course of action of inside duty to progress authorities and identify inefficient people.

This new presentation of framework will influence the exhibition of government employee as they have to end up being progressively prepared and powerful or, probably they will be at serious risk, under these progressions the government worker would need to work outside of their territory house for a long time. Acting in their own territory home isn't that much trouble a direct result of their social effect and political assistance, while working outside of their region home is a great deal of testing than working in their region. This change is to debilitate political assistance and support merit based employment.

New workforce mean new arrangement of personalities and capabilities, in a diverse workforce there is incredible possibility for civil servant to learn or watch various abilities as there are different attitudes and diverse method of performing productively.

**Question no. 2**

**In your opinion what are the positive and negative points in these reforms, please state? Suggest any changes you prefer in these reforms to make them more effective.**

**Answer:**

Most of the points are positive and in my opinion none is negative. Civil services are the reforms of the day. The positives point is the transfer and posting which include not being transfer to domicile province first and secondly time duration in a province. Another positive point in my opinion is the reviewing of services after 20 years which would push the civil servants to perform better. Point which could be added further is premium postings to highest performers only. To discuss the only the positive aspect of these civil services reforms each civilian person is chosen on the basis merit and his/her performance.

The essential positive side of this change is that the government employee will need to work for only 20 years with complete reviewing of work as opposed to laboring for a long duration of time which as a result will change the impression of government employee they will end up being continuously dedicated toward their work. In light of move into another area the government employee will encounter various changes as they faces new troubles and difficulties and the condition which will make them to adjust in any situation at any cost. This sudden change caused will make a government employee get used to with various new courses of action of capacities and to redesign their roles, responsibilities and the goals to achieve due to hard work. The main reason is that a government person or employee should work for a short duration of time period in order to be more effective and to get a better outcome or result that can help them in the long run for achieving their strategies and goals in efficient and effective way. The essential focus here is to put a government worker work for short time (20 years) to give a profitable yield.

The only downsides are that in light of revolution of job the government worker who might be fit for a position in any workplace or business which as result will be changed to another circumstance according to their time limit of administration so there is no idea that either the newly appointed government person may know the work or know his responsibility or either the person may have the same passion to work. New spot and new position will make a government worker worried for a long time span till he/she gets adjusted to the change, in a condition which may upset the efficiency of work as he/she may don't have that much understanding for continuing as old one. This change will bring adaptability anyway there might be issue of experience which matters a lot for giving a capable result.

**Suggestions:**

1. By providing safety and assurance to the government employees will help them to work in a positive way and in such timings a person will be more dedicated and focused for the work and tasks assigned.
2. By providing proper training and development will help them in the long-run and arranging certain workshops accordingly.

 **Plagiarism Scan Report**

